

NASS Presentation to the State Board of Education Highlights and Concerns from Districts

Humboldt

- 94.34% graduation rate, enhanced partnership with GBC for AA track, will complete "Portrait of a Graduate" at the district level this year, Strong shift to Personalized Learning.
- 8% of vacancies filled by subs.
- Single biggest challenge: Funding - The sweep of the NPM and Hold Harmless under the PCFP is significantly harming our district.
- We need to have a collective voice behind the recommendations of the Finance Commission. Please support the work of the commission, and strongly advocate for support of additional funding for public education.

Pershing

- Strong MTSS program and a high graduation rate of 96.77%.
- 5% of vacancies filled by subs.
- Single biggest challenge :Staffing.

Lincoln

- Graduation Rate is good, portrait of a learner established, standard based alignment in progress aligned to curriculum materials, teacher professional development aligned to learner centered instruction.
- Student-led conferences at all grade levels at all schools district wide occurred for the first time!!
- 2% of vacancies filled by subs.
- Single Biggest challenge is shifting teachers and staff to a learner centered culture.
- Testing and accountability should align with student growth. We have to create a system that allows for students' needs to be met in a personalized way while moving all to success. With students' needs in mind, not the needs of adults.

Lyon

- Celebration: The variety of learning opportunities offered in Lyon County which includes an average of 125 Jump Start/Dual Enrollment Students, an average of 30 Associate Degrees awarded each year, Student Based Enterprises, Work Based Learning, STEM, etc.
- Smith Valley School has a student based enterprise of raising turkeys to sell for Thanksgiving that occurs each year. The cool part is that this is the student's third year running it, so that means she started when she was in 7th grade. She plans to do it for the next 3 years as well. To start, there is a holding pen with all the turkeys (62 this year). The turkeys are first weighed with the hanging scale in the shed, then it is off to the "harvesting station" (also known as the "execution station" by the students). After that, the turkey is given a hot bath (a lot like a day at the spa) to kill any bacteria and loosen the feathers. From there they hang at the plucking station where they are

defeathered (if that is a word). Next comes my favorite station, the “gutting station” formally known as the “evisceration station”! Here the innards are removed, but they keep the heart, liver, gizzard, and neck for your dining pleasure. Then comes the “kitchen” where the turkey is thoroughly cleaned for packaging. After that is the “ice bath” (see the coolers) where they stay for 30 minutes in the ice to properly chill the bird so that no new bacteria grow. From there the turkey is sealed in plastic and wrapped in butcher paper ready to be given to the customer, or put in the refrigerator to be picked up later. Of course, it wouldn't be a proper turkey harvest without one lucky bird being pardoned on this glorious day. So, Smith Valley Schools Principal, Duane Mattice has the honor of pardoning one bird each year in a special ceremony. Fred was the lucky duck....I mean turkey this year. So now there are three turkeys (after three years) who will live out their days in the pen as this is a lifelong honor.

- 8% of vacancies filled by subs.
- Single biggest challenge is staffing followed closely by student behaviors.
- Education is among the most noble of professions. We need to treat it as such.

Nye

- Celebration: We have been able to purchase new curriculum in ELA, math, and secondary science, which gives us the foundation we need to meet our student growth needs.
- We have increased our participation and passing rate in our AP classes, which is quite an accomplishment in a district of high poverty.
- 10% of vacancies filled by subs.
- Single biggest challenge: Hiring certified teachers, especially in the area of special education.
- I am contemplating writing a letter to the Board myself as the district with the highest poverty in the state. I am concerned the state is addressing achievement problems by giving more paperwork instead of providing more resources.

Eureka

- Eureka County School district was pleased with the academic growth shown over the past academic year and is looking forward to continued growth. This year we are focusing on improving the climate and culture of our school community. We are offering PD opportunities through book clubs to all staff. The first book was “How Full is Your Bucket.” We had great attendance and feedback from participants. We are excited for our next book club to begin. We will be reading “The Energy Bus.”
- Eureka County High School is proud that a former student from the class of 2022 was admitted to the United States Air Force Academy.
- 2% of vacancies filled by subs.
- Single biggest challenge: As with many districts, we are concerned that many of our employees are nearing retirement age. Replacing these employees in our small rural environment is highly unlikely. Not only are we concerned about the teacher shortage. Our larger concern is replacing classified employees when positions become vacant.

Competing with the mining industry for these employees is a major challenge. We cannot recruit the skilled labor force necessary with the wages we are able to offer.

Carson City

- Carson's HS grad rates held strong through the years of pandemic impact.
- 7% of certified vacancies filled by subs.
- Single biggest challenge: Lack of staff and the cascading impact it has on student growth and staff burnout.
- Lack of qualified staff is THE existential crisis for public education. If that foundation cannot be solidified, we will not be able to provide all of our services at the level of quality necessary. The economy will suffer for it in many ways, short term and long term. Public perception of our work will deteriorate causing more frustration. Fewer kids and adults will want to go into education as a profession because of the public perception, further eroding the level of quality. The economy suffers worse. Perception becomes worse. Spiraling, ad infinitum. Wages need dramatic improvement and pathways into education need to be incentivized (i.e. if HS grad is in top 20% of graduating class, free college if become a teacher and work for 5 years, etc.) Square peg - Round hole...we have great ideas about what is best for students, and we keep layering it on education, yet we still have a framework of staffing, requirements, and calendar based on the 1950's industrial model of education. This burns people out.

Storey

- Celebration: Graduation rate and dual credit attainment
- 10% of vacancies filled by subs.
- Single biggest challenge: Attracting and retaining quality certified, classified and administrative staff.
- Adequate funding is the topic most stressed in almost any educational meeting we attend.

Lander

- Celebration: Graduation rate from 67% to 86%.
- 25% of vacancies filled by subs.
- Single biggest challenge: student engagement.
- Adequate funding drives all else.

White Pine

- Nearly 90% graduation rate, improvement in proficiency rates 3-8, expenditures on instructional resources aligned to standards, Tier 1 SEL resources and competencies defined district wide. Intense focus on providing learning opportunities is STEAM, music, CTE.
- All seniors complete 10 hours of community service and a senior presentation detailing their learning and future plans--parents, community, faculty attend. A much more authentic CCR measurement than ACT performance. They also participate in a Senior

Seminar, learning how to balance their finances, budget, complete job applications and interviews, apply for scholarships, complete the FAFSA, etc.

- 10% of vacancies filled by subs. Another 20% filled by ARL candidates.
- Single biggest challenge: recruitment and the teacher pipeline.
- Accountability policies must be looked at to become more authentic to what we want students to learn. The Portrait of a Learner work is outstanding--but if the NSPF doesn't allow for flexibility, then schools will continue to spend the bulk of their time on improving test scores to the exclusion of other much more important outcomes. We appreciate NDE staff, the State Board, and Superintendent Ebert for their leadership.

Clark

- In Clark County- we had a 7% increase in our 3rd grade reading scores. We also experienced an increase in both reading and math in K-5.
- 65% of vacancies filled by substitutes.
- Single biggest challenge: Lack of funding and investment from the State Legislature in K-12 Education to lower class size.
- We need a collaborative effort from NDE to support school districts as well as acquire optimal funding to fund our current pupil centered formula.

Washoe

- Math Performance in Elementary and Middle School:
 - In 2021-22, WCSD increased the percentage of students meeting or exceeding standard by three percentage points over last year (2020-21).
 - All grade levels improved performance over last year (2020-21).
- High School Performance:
 - WCSD has continued to maintain high rates of advanced course completion for the past four years, even during the pandemic. Over two-thirds of high schoolers earned credit in at least one advanced course (dual credit, CTE, AP or IB) every year for the past four years.
- Cadet Lieutenant Colonel Jinren Jiang is a senior at Reno High School. Jinren is a first-generation American whose parents immigrated to the United States from China. Going from middle school to Reno High School, he was encouraged to check out the JROTC program as a good place to make friends. Fast forward three years later, he is now the Battalion Commander, first in his class and awaiting a potential appointment to the U.S. Military Academy at West Point. Jinren says he wants to serve the country that has given him a better life. Reno High School Principal Kris Hackbusch has the highest praises for Jinren saying, "He is such a special young man, extremely respected by his peers, and is truly an outstanding role model to all of our student body." If helpful, here is a link to photo of Cadet Lieutenant Colonel Jinren Jiang:
<https://www.washoeschools.net/Page/15807>
- Approximately 62% of vacancies filled by substitutes (93 out of 150).
- Single biggest challenge: Years of underfunding P-12 education, unattainable real estate costs and inflation have combined to diminish salaries for WCSD personnel. This is the greatest single threat to any school district's ability to attract and retain personnel.

Making this investment now will reinforce the foundation of public education at a time when personnel need it most.

Esmeralda

- Decreased absences by about 30% so far this year!
- Climate survey indicates a positive trend that exceeds the state levels in several areas.
- Students are striving to attend our high school virtually. It's a big hill to climb, learning on a virtual platform. After some struggles first quarter, we have 60% of our students back on track and finishing classes on time.
- 50% of vacancies filled by substitutes.
- Single biggest challenge: Staffing and sufficient funding to bring in new talent. Being remote rural, it's hard to attract staff, but with the wages we can afford to pay, it's closing in on impossible.
- We are thankful for all the NDE's support to develop teachers and support our work. If we could hire and keep teachers longer, it would be much more productive.

Churchill

- We have grown the number of students taking dual enrollment options from just 25 students five years ago to about 1/8 of our student population of Churchill County High School (150+) in grades 9-12, and are offering dual CTE classes, core academic and world language options, all in one of three ways (concurrent enrollment where CCHS Staff or college professors teach on the HS campus, straight dual enrollment either in campus or online, and through the cohort model. Our 2nd year students in one of our newest CTE programs, Teaching and Training, will have earned 12 transferrable college credits in Education after the spring semester.
- Four years ago, I met a student with too few credits to graduate and a laundry list of failures in required courses. We were able to work with her to identify the areas of competency that she was meeting and clear a few of those credits. She was in and out of adult education, struggling to work and help support family. Every time I would see her, we would connect and I would encourage and support her. When I arrived at our adult education graduation this past spring, there she was--a 2022 HS graduate! In the weeks that followed, we worked together and she enrolled in college and earned a \$1000 scholarship as she began her journey to become a teacher.
- 5% of vacancies filled by substitutes.
- Single biggest challenge: Current academic performance as measured by traditional models.
- We need flexibility to try alternatives to the way we have always done things, policy that encourages innovation, collective agreements and commitments from as many entities as we can muster to changing the landscape of learning and the narrative about what success looks like for our kids and staff and community.

Douglas

- Douglas County School District is proud of our EPIC Learning initiative that has seen amazing growth in the creation of student-centered classrooms while personalizing learning for every individual student. We invite members of the State Board to consider visiting DCSD to see EPIC Learning in action!
- EPIC Learning from the eyes of a 5th grader: ""My name is Mia. Last year I was a 4th grader, I was in a model classroom for EPIC and I wanted to share my experience with EPIC. EPIC means Empower-Prepare-Inspire-Connect. EMPOWER means to self reflect on yourself, where you are at in a standard, and if you are ready to move up or stay where you are for a little bit longer. EPIC gives a voice to the students. EPIC PREPARES you for different subjects we learn in school like math and reading...etc. EPIC PREPARES you for making future life decisions. During EPIC, we worked in a lot of small groups. Everyone was at a different level of learning and we were INSPIRED by each other to do the best we can. We not only CONNECTED with peers in our classroom but we CONNECTED with teachers and principals throughout the school district. My most favorite and memorable moment was giving my "Say Something: EPIC" speech to the superintendent, Mr. Keith Lewis. After my speech he came to me personally and said that I did a fantastic job. While we were working on Say Something: EPIC, he would come into our classroom and ask us questions. He is very involved in the schools and the students. I feel fortunate that I got to be one of the first students that got to experience EPIC. I love my school and all of the teachers as well. I feel very safe and welcome at my school and thanks to EPIC I feel very EMPOWERED to make decisions about my education. I feel PREPARED for the future. I feel INSPIRED to do the best I can. I feel more CONNECTED to the school. Thank you." Mia M. - 5th Grade @ Minden Elementary School
- 5% of vacancies filled by substitutes.
- Single biggest challenge: Staffing - Includes lack of candidates, lack of substitutes, and low pay as compared to private industry.
- The assessment system is broken and further adding to teachers feeling inadequate and leaving the profession.

Elko

- Our CTE offerings continue to expand and our district persistently pursues as many options as we can make available to our students so they can engage in subject content that they are passionate about and can apply to real life after K-12. Additionally, most accountability measures favor our students who participate in, and complete, courses of CTE study.
- Josh Lore of Silver Sage FFA (Spring Creek High School) received a Gold Emblem at the National FFA Convention in the Agriculture Technology and Mechanical Systems; only 50 of these emblems were given for the Career Development Event. Josh graduated from Spring Creek High School last year but qualified to attend Nationals during the State FFA Convention in Spring 2022. Lore's teammates, Simon Schaffner, Colton Hanson, and Cody Parker, Class of 2022 of Spring Creek High School, all earned Silver Emblems, and only 68 of those were awarded nationally. The success of the individuals led to the team's success of them placing 14th in the nation, and earning a

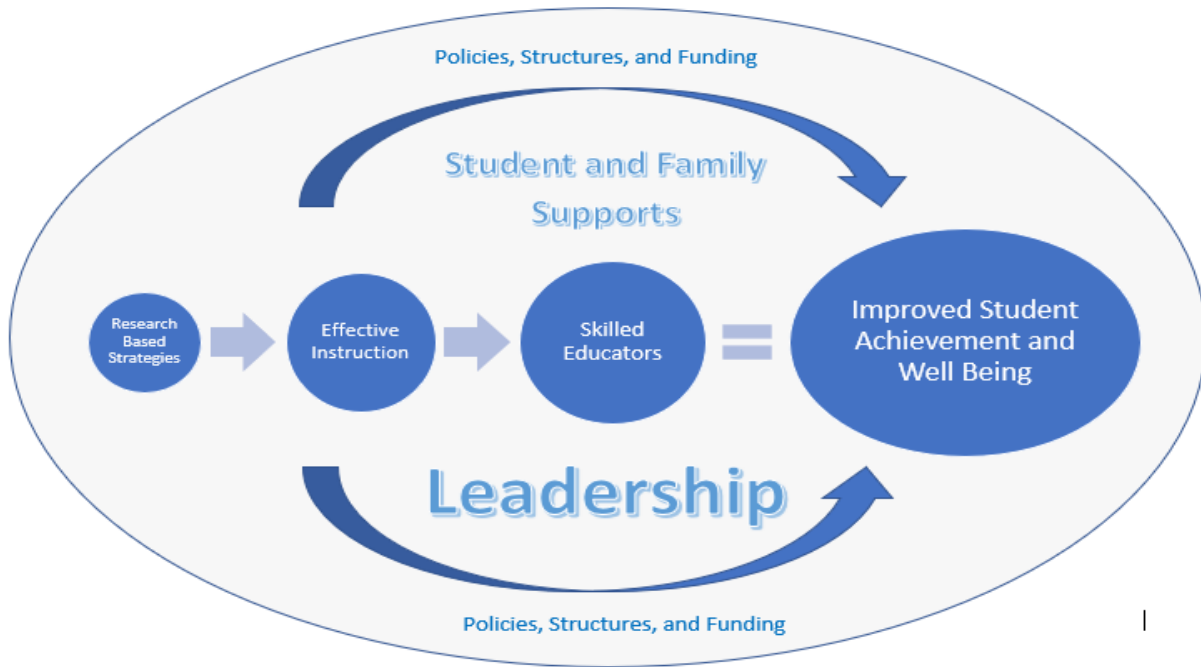
Silver Emblem as a team. The team did so well in the structural welding part of the competition, they earned a brand-new welding machine for the SCHS Ag Mechanics Shop.

- 50%+ vacancies filled by substitutes.
- Single biggest challenge: Our budget and licensed staffing. If we were fully staffed, we wouldn't be able to meet our budget.
- There is a massive disconnect between what we, as schools, are supposed to accomplish for our students and how things are both funded and measured (prioritized). If we don't start treating current and potential educators like the valuable resource they are, we won't be able to sustain our education system. Education is, quite literally, the one profession that fuels all others. If you want to produce the best, these jobs need to be funded with that same intensity.

State Charter Authority

- Proficiency rates increased for both elementary and middle school students enrolled in SPCSA-sponsored schools and almost 80% of our schools had a 50+ NSPF index score.
- Single biggest challenge: Continuing to make up for lost learning time as a result of COVID-19, particularly for younger learners, within title I schools, and within Mathematics.

Appendix Slides



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Position Description	APA Recommended	Nevada Actual	Estimated Shortage
Instructional Staff (licensed & non-licensed)	39,147	28,091	(11,055)
Student and Staff Support	7,390	3,198	(4,192)
School Administration (licensed & non-licensed)	4,714	3,413	(1,301)
Total School Staff	51,251	34,703	(16,548)